

MCCC News



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New BHE Chair Pledges Advocacy

In a gesture that clearly defined the difference between the administration of Gov. Patrick and his four predecessors, Frederick Clark, the new chairman of the Board of Higher Education, met with MCCC Board of Directors at their November meeting.

Clark spent about an hour in a very congenial and open discussion with the Board and a number of chapter presidents who were able to attend. He began with an introduction of himself and finished with questions and comments from the floor.

One of six children in a family where no one previously had gone to college, Clark and all of his siblings attended Massachusetts state colleges. He said he is proud to have graduated from Bridgewater State College where he had close relationships with his instructors that continue today.

After receiving a law degree from a private college, he worked as an aide to Congressman Joe Moakley for 18 years where he gained extensive experience in the workings of government. He has served as a trustee of Bridgewater State, and for a number of years served as the Executive Director of the State College Association—the organization of the nine state colleges, similar to the community college presidents' council.

Clark currently works as an attorney in the real estate industry. Members of the BHE serve without compensation.

After his personal introduction, Clark shared his views on the current status of public higher education in Massachusetts and its future direction. He has been paying close attention to the BHE and has been a vocal critic of its past actions. He noted, "The Board has not been a good enough partner with the colleges."



BHE Chairman Frederick Clark, center, with MCCC Vice President Donnie McGee and President Joe LeBlanc at the MCCC office. (Photo by Don Williams)

He pointed out that our state's economy is technology-based and requires a well-educated workforce. Over two-thirds of Massachusetts' high school graduates who go on to college attend Massachusetts' public institutions. "Overwhelmingly public higher ed. is educating the citizens of the Commonwealth," he said. But he added that the system is not living up to the students' needs.

"Where we are now is a disgrace. It is one thing to point it out, but what you're going to do about it is key." He described his role as one of advocacy, saying that there hasn't been enough attention paid to the needs of public higher education. Clark

intends to make the BHE the advocate for public higher education that the authorizing statute requires.

The Chairman has visited all but one community college, Berkshire, and a date is set to go there. He said, "How do you advocate for something you haven't seen?" He has been impressed by community college students he has met, and he recognizes the difficulties they face and their remarkable commitments and efforts.

Funding is the biggest problem facing the colleges. "We need to do something to infuse new revenues," he said, noting that at one point the BHE determined that the state colleges needed \$17 million to make

improvements but what they got was \$75,000.

He cited woeful statistics from a recent BHE study showing, among other things, that Massachusetts is 46th in the nation for per capita funding of higher education. We are well below national averages of support in a variety of measures, but even more importantly to Clark, Massachusetts is even further behind what he called the "best in class," leading technology states like California, Minnesota, North Carolina, and Virginia.

When the meeting shifted to questions, the first one asked was about the graduation rate controversy. Clark said that he felt that the way the rates were determined seemed flawed, but it is a uniform national statistic, and we will need to address the situation.

He went on to say that frequently in the past the BHE would release damaging information to the press before informing the colleges. This would lead to embarrassing situations where college officials would be asked questions and would not even be aware of the data they were being queried about. These releases raise questions about what the old BHE's agenda really was. He promised, "You won't see any negative information from the BHE in the *Globe* or

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NSCC Students win 'Fed Challenge'

Professor Moonsu Han led six North Shore Community College students representing the Federal Reserve Bank of Boston to win first place in the Community College Federal Reserve Challenge Competition.

The competition is held between the Boston, New York and Richmond regional Federal Reserve Banks. It is designed to promote understanding of the Federal Reserve's role in monetary policy, interest in economics and finance as a study and a career, and to improve research, presentation, critical thinking and cooperation skills.

The team defeated Prince George's Community College, Maryland, who came in second and LaGuardia Community College, New York, who came in third. They were in good company as Harvard University won the four-year college competition for the Boston Fed.

The NSCC Fed team is made up of members from the NSCC Economics and Finance Club: Amanda Bridge, Boxford; Daniel Brock, Lynn; Nicholas Chapman, Manchester; Michael Craveiro, Danvers; Michael Craveiro, Danvers; Nicholas Chapman, Amanda Bridge.



North Shore Community College team, winners of the Community College Federal Reserve Challenge Competition. Rear left to right, Deborah Bloomberg, Economics education specialist (Boston Fed), Prof. Moonsu Han, Raynier Marcelino, Boston judge Susan Kendall, Vice President (Moody's). Front left to right, Daniel Brock, Andrea Culli, Michael Craveiro, Nicholas Chapman, Amanda Bridge.

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‘Whereof what’s past is prologue...’

– Shakespeare, *The Tempest*



Donnie McGee,
SAC Chair &
MCCC Vice President

December is here - all too soon for those who think another month might help bring 2007 to a more fitting finale. As the days march on, closure is everywhere. Faculty, counselors, and students are on the home stretch – putting finishing touches on a semester’s worth of work. MCCC leadership is wrapping up final reports and related communiqués with colleagues and legislative partners from across the Commonwealth. The Governor has pronounced his grand plans for

Massachusetts, and the Legislature has ended formal sessions for the year. If, as Shakespeare indicates, “what’s past is prologue,” a review of the last 12 months should reveal the challenges that await us in 2008.

The Corner Office: Deval Patrick took over the reins as Governor, elected overwhelmingly on campaign promises of hope, change, and transparency in leadership. His bold vision for Massachusetts focused on public education, a strained transportation system, exorbitant property taxes, the need for new technologies, and a state budget system that was structurally flawed. Patrick sought to close corporate tax loopholes and reduce reliance on rainy day funds in order to address the state’s structural budget deficit woes. His resort casino proposal to generate new revenues has had mixed reviews, but has gained some general support among taxpayers themselves. The Governor met regularly with the Speaker and the Senate President, but others in the legislature and from his grassroots campaign coalition have not always been included in ways that might generate support for his various initiatives.

The Legislature: Therese Murray was sworn in as Senate President while Speaker Salvatore DiMasi continued his reign as Speaker of the House. Together, the House and Senate supported a budget that rejected Patrick’s new revenue plans. And the Governor’s casino proposal has had little chance for public vetting in the halls of the legislature, though Murray has given it a preliminary nod. Beyond budget sessions by the respective Ways & Means Committees, one of the busiest committees on Beacon Hill has been the Joint Committee on Public Service whose

ongoing sessions in review of hundreds of bills in a fair and open process have indeed been commendable. The MCCC is grateful for the Committee’s favorable review of adjunct faculty health insurance and retirement bills and the support for the “Peace Corps plus” creditable service proposal. Thanks to Senators and Representatives alike for supporting the Governor’s budget decision to keep health insurance costs for state employees unchanged.

The State Budget: It was déjà vu in 2007: Another structural budget deficit challenged legislators and the governor as they finalized funding decisions for the year. The state’s new health insurance plan, public education needs, a long-neglected transportation system, as well as bio tech and other business initiatives were among the top attention getters in the Legislature and the corner office, though the degree to which these will get funded in 2008 still remains to be seen. Ignoring Patrick’s revenue initiatives, the Legislature passed a budget that relies heavily on rainy day funds and one time revenues. The state also earned the distinction of being 49th in the nation, ahead of Michigan alone, in terms of its rate of economic growth. In the closing weeks of December another budget wrinkle appeared: A ballot initiative to eliminate the income tax has gathered the needed signatures, despite the forecast of a structural budget deficit of \$1 billion plus in 2008. Perhaps, this month’s report from the special commission on corporate taxation policies will point the way toward more equitable tax reform and more predictable revenues.

The MCCC: The union has had a busy year indeed. Ad hoc committees, task forces, summit meetings, and conferences have resulted in widespread union participation in a myriad of key activities. The MCCC addressed multiple issues relating to adjuncts and professional staff, classification and organization, retention and under-aged students, and retirement fairness for all. Union leaders and membership joined with the Public Higher Education Network of Massachusetts (PHENOM), a statewide coalition of faculty, staff, students, and community leaders, to fight for affordable, quality public higher education for everyone in this state.

Board of Higher Education: An interim Chancellor and a new Chair for the Board of Higher Education have jumpstarted a new era in terms of the advocacy anticipated for Public Higher Education in the years ahead. Chancellor Patricia Plummer has welcomed our input and written Op Ed pieces in support of our colleges. Newly appointed Chairman Fred Clark has met with union leaders and college

presidents from the Berkshires to the Cape. He has promised to partner with us to push for the support our campuses and educators need to serve students effectively.

The stage is set for 2008. The year itself will soon play out – with its actors and antagonists and decade-old themes. Will leadership craft a budget that truly keeps the state afloat? Will persistent structural deficits be alleviated with predictable and fair revenue streams? Will public higher education be sufficiently funded, so it can truly serve the state? As the drama unfolds, the MCCC will not be standing idly by. Nor should anyone else. The well-being of our colleges and our Commonwealth is too important for anyone to refrain from participation on this stage. “Whereof what’s past is prologue, what to come/In yours and my discharge.” ■

Call for Nominations

Raymond C. Lemieux Memorial Award

Raymond C. Lemieux (1931-1987), Professor of Economics at Springfield Technical Community College, was a Massachusetts Community College Council treasurer, negotiator, grievance coordinator, and Health & Welfare trustee. His service and dedication to higher education, to the Massachusetts community college system, and to the MCCC / MTA / NEA immeasurably enhanced the lives of those around him.

Purpose

The purpose of the award is to recognize an individual whose service, leadership, and dedication have contributed significantly to the Massachusetts Community College Council.

Nominee Qualifications

To be eligible for this award, an individual must meet the following criteria:

- service to higher education and the labor movement in the quest for improved working conditions and high standards of professional excellence.
- demonstration of leadership in MCCC and higher education.
- exemplification of the concerned and caring approach of Raymond C. Lemieux, much of whose life was dedicated to the betterment of faculty and professional staff.

Who May Nominate

Any MCCC Board of Director or Chapter President may nominate by completing a nomination form which can be obtained from the MCCC.

Jon G. Butler Memorial Award

The Jon G. Butler Memorial Award for outstanding Chapter President was established in the Fall of 1984 in honor of Jon G. Butler, former chapter president at North Shore Community College, former MCCC Research Coordinator, and an outspoken and active proponent of unit members’ rights.

Purpose

The purpose of the award is to recognize the Chapter President(s) whose leadership, acts, or support have made a significant impact on MCCC unit members.

Nominee Qualifications

Individual nominees must be current MCCC Chapter Presidents.

Who May Nominate

New Policy: Any chapter president may be nominated by petition of five or more of that chapter’s members; a nomination form can be obtained from the MCCC.

Nomination Process

Nominations for both awards are due by Feb. 15. Nomination forms can be found on the MCCC web site mccc-union.org.



Lois Martin, MCCC director from Massasoit Community College, was one of eight community college faculty recognized nationally for teaching excellence by the American Mathematical Association of Two Year Colleges (AMATYC). Here, she is being congratulated by the Massasoit President Charles Wall. They are flanked from left to right by Massasoit Mathematics Department Chairman Jack Keating, Academic Vice President Barbara Finkelstein and Math and Sciences Division Dean David Campbell. All went out to Minneapolis to help celebrate Lois’ National Teaching Excellence Award. (Photo by Cliff Martin)

Know Your Day Contract

January 2008

Jan. 15 Sabbatical recommendations from committee to president. (p. 25)

Jan. 21 Martin Luther King Day (p. 22)

Jan. 23 Summary evaluations for part-time, Day contract, faculty due (p. 52)

N.B. Most of these dates are “last date” standards. In many instances the action can be accomplished before the date indicated.

Our agenda makes a difference



Joe LeBlanc,
MCCC President

Our agenda makes a difference

“My generation grew up in a nation of strong democratic values and broadly shared prosperity. But those values and that shared prosperity have been slipping away.

“We can reverse that trend. Political and economic reform turned the oligarchic America of the Gilded Age, a place of vast inequality, bigotry, and corruption, into the imperfect but far better society of the post-war era. The challenge now is to do again what the New Deal did: to create institutions that will support and sustain a decent society.”

So writes NY Times columnist Paul Krugman in his just published Conscience of a Liberal, an examination of what has gone wrong with America since the early 1970s. He offers a prescription for change that includes a vital role for labor unions and our agenda of equity and equality.

Krugman looks at the birth of the modern middle class created by the policies of Roosevelt and Truman administrations and programs like Social Security and the GI bill. With wartime wage controls, progressive taxation policies (tax the rich and narrow the difference between the haves and have-nots) and the rise of the union movement, our society changed for the better.

Economic historians Claudia Golden and Robert Margo call this era The Great Compression, and Krugman brings this period to life with data and anecdotal evidence. For example, in the 1950s, Gilded Age mansions on Long Island’s Gold Coast were sold and torn down to make way for new postwar housing developments like Levittown and its affordable “luxury”: 750

NSCC Team . . .

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Andrea Culli, Beverly; and Raynier Marcelino, Lynn.

The team met with Prof. Han several times a week for three weeks, often working late into the night. They prepared by reading economics theory and by gathering and analyzing data about the current economy. In the process they consumed a lot of pizza, too.

The teams were judged based on their knowledge of the Federal Reserve System, monetary policy, the quality of their analysis on the current economy, the outlook and forecasting of the U.S. economy, recommendations for Federal Open Market Committee, and the evidence of their teamwork and cooperation.

The NSCC team won the competition by arguing for their recommendation to hold the Federal Funds rate constant. To mark their victory the team was awarded a championship trophy, a \$3,000 prize for students, and a \$2,000 donation to the college from the Moody’s Foundation.

Team member Nicholas Chapman said, “Everyone worked really hard and we were ready to give our presentation and take questions from the judges. However, the questions from judges were difficult to answer, they were like a fast ball from Josh Becket.”

“It was an honor to represent North Shore Community College and the Federal Reserve Bank of Boston,” Professor Han said. “This win is not just for the team members but for the entire North Shore Community College family as well.”

square foot houses all fitted with appliances. None of this would have been possible without the growing middle class and their increasing purchasing power.

Unions played a major role in this progress. Membership grew beginning in the 1930’s thanks to government policies that promoted a fairer organizing environment. Pay cuts enacted in the early years of the Great Depression were eventually reversed. Wartime wage controls served to narrow the pay differentials in worker salaries. With little money for salary increases available at the bargaining table, unions fought for paid health insurance, sick time, vacations and other benefits.

After the war, 35 percent of private employees were unionized, and unions bargained for significant wage increases for their members. Indirectly, non-union workers also benefited as their employers increased wages to keep out union organizers. The income gap between the rich and middle class continued to narrow. America enjoyed its longest period of economic expansion.

In 1946, President Harry S. Truman tried and failed to create a single payer national health insurance system. Krugman blames the American Medical Association, and Southern Democrats, who feared such a system would force them to integrate hospitals.

For the next generation, the situation worsened. Unions, once a powerful force for financing campaigns and getting out the vote for (mainly) Democrats, declined to 27 percent of the workforce in 1970. After President Ronald Reagan fired the unionized air traffic controllers in 1982, the message to private employers was clear: you are encouraged to crack down on your unionized workforce and do everything in your power to keep unions out of the workplace.

Today, unions make up 13 percent of the workforce. With fewer unionized workers engaged in politics, fewer low- and middle-wage workers are engaged in politics. Voters are increasingly affluent. Poor and minority voters are discouraged from voting at all.

We are living in a new Gilded Age. Income inequality is as bad as it was in the 1920’s. Politicians are increasingly partisan. The Republican Party is dominated by business interests and the religious right.

Unions like ours will play a critical role in changing America’s agenda in the next decade. Locally, this will mean union action will narrow the gap in pay and benefits between our full and part-time faculty and professional staff. This will mean union and state action to fix our system of public higher education. This will mean union and state and national action to reform our mess of a health care system.

Reducing income inequality. Promoting fairness in the workplace. Fighting for health insurance. Working to provide an affordable and high quality college education and a better life for all our citizens. Our agenda, America’s agenda, is more relevant than ever.

Happy holidays to all! ■

Massachusetts Community College Council Nomination Form - 2008

A candidate must file this form (or a copy) with the MCCC Elections Committee to arrive by Friday, February 1, 2008, 4 p.m. **Nomination papers that arrive late will not be accepted.**

Check all that apply:

MCCC OFFICER*

- President
- Vice President
- Treasurer
- Secretary

MCCC DELEGATE

- MTA Annual Meeting Delegate
(Boston, May 9-10, 2008)
- NEA Representative Assembly Delegate*
(Washington DC, July 1 - 6, 2008)

*Nomination requires signatures of at least 50 MCCC members.

**Candidates for NEA/RA may submit biographical statements.

Name _____

Full Home Address _____ Tel # _____

College _____ Tel # _____

- Unit membership: Full Time Part Time Day DCE
- For ALL Candidates: Black Asian Pacific Islander Caucasian
- Hispanic - Chicano Native American

Visit the MCCC Web Site **OR** **Mail a completed document to**

<http://www.mccc-union.org>
to fill out on-line or download this form

Elections Chairperson
MCCC
27 Mechanic Street, Suite 104
Worcester, MA 01608-2402

Signature _____ Date _____
(Signature may be typed)

Deadline: MUST BE RECEIVED by Friday, February 1, 2008, 4 p.m.

*Bio or Statement for NEA Rep. Assembly Candidates only (Optional) - 50 word limit (1 word per box)

Instructions

1. Type or print clearly using both upper and lower case letters as you expect the final statement to appear.
2. Insert no more that one word per box except when combining letters (ex. MCCC) or hyphenated words.
3. Insert punctuation in the same box immediately after the word you want it to follow.

DIRECTORS NOTES

At the Nov. 30, 2007 Meeting of the MCCC Board of Directors the following actions were taken.

- The Board voted to approve payment of \$1000 to co-sponsor the annual Teaching, Learning, and Student Development Conference, being hosted by North Shore this year.
- The Board voted to approve a contribution of \$2500 to the MCCC PAC.
- The Board voted to pay the Fall 2007 chapter support for the Springfield Tech Community College chapter.
- President LeBlanc reported that MCCC members and chapters have generously contributed to the strike fund for the Quincy Educators. It looks like the total is more than \$4000 – the largest contribution from any individual union. The Board voted that the MCCC donate an amount sufficient to make the total contribution of the chapters and the local equal to \$1 per union member, i.e. roughly \$800-900 would be added to funds donated by the chapters. ■

Adjunct Unemployment Benefits and OBRA Pension Withdrawals

Unemployment

Adjunct faculty are entitled to unemployment compensation during semester breaks. Even if you are scheduled to teach a course for the winter/spring semester, you are still eligible for unemployment benefits during your break in teaching because this only constitutes an offer of employment. Your personal experience may be that the course(s) you traditionally teach always run. Overall, given the nature of community college courses, there is no guarantee that a course you have been offered will run. Therefore adjunct faculty in our system are eligible for unemployment benefits unless other ongoing employment makes them ineligible. Occasionally members run into problems with claims being denied. If you have any difficulties in applying for unemployment compensation, contact Joe Rizzo, MCCC DCE Grievance Coordinator by email at Grievance-DCE@mccc-union.org or by phone at (603) 898-6309. MTA will provide an attorney to represent union members at the Department of Unemployment Assistance.

OBRA Withdrawals

Adjunct faculty who are required to participate in the state's OBRA Pension should consider withdrawing their money at the end of each semester and putting the

money into private pension plans. The OBRA is not the same as a 401k Plan, and many financial planners are not aware of its particulars. OBRA is a forced 'retirement' benefit that provides little to no benefit (and with a shift of administrative fees onto participants it has become even less attractive).

Because members are required to sign a contract each and every semester they are allowed to withdraw any funds from OBRA upon completion of each contract.

You may be told that you are not allowed to withdraw the money, but that is not the fact. When the semester is finished adjunct faculty are no longer employed by the state, and therefore eligible to withdraw their pension contributions. (It is the same reason adjunct faculty are able to collect unemployment benefits over semester breaks.) You can get more information by visiting the MCCC website <http://mccc-union.org> and clicking on the link under DCE and Part-time. You can also call the fund administrator, ING, at (877) 457-1900 to get more information and to service your account. As always you should consult a financial planner in making financial decisions. However, be sure that your financial advisor is fully aware of the OBRA policies. ■

2008 MCCC Elections

Nominations are open for MCCC Officers, Delegates to the MTA Annual Meeting and the NEA-RA. Members can nominate themselves by mailing in the form found in this and the December issues of the MCCC News or by submitting the electronic form through the website mccc-union.org.

Nominations will close at 4 p.m. Friday, Feb. 1, 2008. Ballots will be mailed to all MCCC members on Feb 29. The deadline for returning ballots is 4 p.m. on Thursday, Mar. 20. Election results will be announced by Monday, Mar. 24.

Candidates for MCCC Offices

The two-year offices of president, vice president, treasurer and secretary are up for election this year. Candidates may supply a recent photograph and a 250-word or less statement for publication in the March issue of the MCCC News, but they must be submitted by the closing date of nominations.

Delegates to the MTA Annual Meeting

- **Stipend:** The MCCC provides a stipend of \$50 dollars per day to delegates who attend the meeting.
- **Hotel Room:** Delegates who are on the ballot and who live more than 25 miles from the meeting are entitled to a double occupancy hotel room at the convention hotel, arranged by the MCCC, for Friday night. Write-in candidates will be accommodated on a space-available basis.

Election Waiver for Candidates for MCCC Delegate to the MTA Annual Meeting

If the number of certified candidates for MTA delegate is less than or equal to the number permitted, then those candidates are deemed elected. A ballot process will be conducted to permit write-in candidates for none-filled slots and to be named as successor delegates.

MTA Annual Meeting Friday, May 9 and Saturday, May 10, 2008 Boston, MA

Delegates to the NEA Representative Assembly

The MTA provides a stipend of \$300. The MCCC provides additional reimbursement support of \$800 to the top 15 candidates. MCCC reimbursement requires receipts and proof of conference attendance as provided by the MTA.

NEA Annual Meeting July 1 - July 6, 2008 Washington, DC



BHE Chairman Clark and MCCC President Joe LeBlanc share a lighter moment at the MCCC Board of Directors' meeting. Photo by Don Williams

New BHE Chair . . .

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the *Herald* without the colleges at least being informed of it first."

In what was probably the most interesting exchange of the day, David Kalivas, director and chapter president from Middlesex, raised the question of collective bargaining and how it would be handled in future negotiations. He pointed out the difficulty of teaching five courses in an open enrollment environment where many students need much more attention than at the four-year colleges. Yet we have not seen pay keep up with the states we were compared to.

Clark recognized that a trade was made by the MCCC in accepting the fifth course workload and that the state has not kept its part of the bargain. His preference would be to get salaries up to a competitive level. But if the money is not available, he would consider reordering the balance. In an aside, Clark praised President Joe LeBlanc, saying that the Union could not have a stronger advocate for improved salaries.

Mass Bay chapter president Joseph O'Neill asked how the competing demands of the various segments will be handled. Clark responded that when a number of individual campuses come for special funding, it's easier for a governor to say "no." If advocacy is done from a central point, it would be better. But the colleges have not trusted the BHE to advocate for them. He said, "The BHE should be the hub of the wheel, but it has barely been a spoke."

Clark also took input on a number of issues. Vice President Donnie McGee commented on the very high rates of part-time faculty in the system and pointed out the need for more full-time positions. Bunker

Hill director Geri Curley, a professional staff member, noted that the classification salary system does not recognize the work-year difference between faculty and staff.

Clark thanked the group for their input. He wants to hear what is going on at all levels of the system, so that he can fully understand where it stands and how to move the whole system forward.

He wrapped up his visit by pointing out the 2008 will mark the 50th anniversary of community colleges. This would be a great opportunity to have a year-long publicity campaign for Massachusetts community colleges. There should be a major celebra-

tion event that can promote the system and advance our advocacy positions. This could be complemented with op-ed pieces and maybe an award ceremony where a notable supporter of community colleges could be honored.

The meeting attendees were impressed with the candor and genuine passion the new Chairman showed. Understanding that there are many impediments to the agenda he set forth, the members appreciated that here was someone who respected them and was willing to work with them to make the Massachusetts community college system better. ■

Proposed Bylaw Changes

The deadline for submitting proposed changes to the MCCC Bylaws and Standing Rules is no later than Feb. 1, 2008.

Proposals should be in printed format, double spaced (not hand written). They should include the following information:

- rationale for the proposed change;
- name of the maker of the proposal;
- campus (or MCCC committee/group) of the member making the proposal.

Proposed changes should be sent to

Bob Gillies
6 Wheelock Street, Oxford, MA 01540-2110
Email: bobg@qcc.mass.edu ■



MCCC News

<http://mccc-union.org>

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The MCCC News is a publication of the Massachusetts Community College Council. The Newsletter is intended to be an information source for the members of the MCCC and for other interested parties. Members' letters up to 200 words and guest columns up to 400 words will be accepted and published on a space-available basis. The material in this publication may be reprinted with the acknowledgment of its source. For further information on issues discussed in this publication, contact Donald Williams, North Shore Community College, One Ferncroft Road, Danvers, MA 01923. e-mail: Communications@mccc-union.org